

Postdoctoral Researcher Mentoring Plan for DataNetONE

Several postdoctoral researchers are funded in DataNetONE. The postdoctoral researchers' development will be enhanced through a program of structured mentoring activities. The **goal** of the mentoring program will be to provide the skills, knowledge and experience to prepare the postdoctoral researchers to excel in their career paths. To accomplish this goal, the mentoring plan will follow the guidance of the National Academies of Science and Engineering on how to enhance the postdoctoral experience, by providing a structured mentoring plan, career planning assistance, and opportunities to learn a number of career skills such as writing grant proposals, teaching students, writing articles for publication and communication skills [1]. Each postdoctoral researcher will be under the supervision of a DataNetONE P.I., co-P.I., co-I., or participating scientist and will have opportunities to interact with other DataNetONE postdocs and participants. Specific elements of the mentoring plan include:

- Working with the postdoctoral researcher to establish and implement an **Individual Development Plan** based on the process developed by the FASEB [2]
- Attending seminars, workshops (online or face-to-face), and individual consultations on **how to identify research funding opportunities, build research collaborations, and write competitive proposals** as offered on individual campuses and through DataNetONE
- Participating in seminars, workshops (online or face-to-face), and individual consultations on **teaching and learning**, including opportunities to provide guest lectures or teach classes
- **Networking with visiting scholars**, both those who are participating in DataNetONE and others when they participate in visiting speaker series
- Participating in seminars for graduate students and postdocs, in which participants meet, along with a faculty facilitator, to discuss topics including **research publication strategies, building a research agenda, career development, and teaching strategies**
- Meeting with members of relevant DataNetONE working groups both in person and via teleconferencing to learn **collaborative research practices**
- Attending one regional, national, or international **conference each year** in the area of interest to each individual postdoc (as funds permit) with the goal that the postdoctoral fellow present a poster or paper at the conference
- Participating in regularly scheduled DataNetONE postdoc research group meetings, along with their mentors, in which members will be expected to present their research, and feedback and coaching will be given to help all members to **develop their communication and presentation skills**

Success of this mentoring plan will be assessed by tracking the progress of the postdoctoral fellow through her/his Individual Development Plan, interviews of the postdoctoral fellow to assess satisfaction with the mentoring program, and tracking of the postdoctoral fellow's progress toward his/her career goals after finishing the postdoc.

[1] National Academy of Science, National Academy of Engineering, Institute of Medicine, "Enhancing the Postdoctoral Experience for Scientists and Engineers: A Guide for Postdoctoral Scholars, Advisers, Institutions, Funding Organizations, and Disciplinary Societies," National Academies Press, 2000.

[2] The Federation of American Societies for Experimental Biology, "Individual Development Plan for Postdoctoral Fellows," <http://www.faseb.org/>